

Position	Current Salary Range		Proposed Salary Range		Annual Maximum Delta		Differential from Highest Level Supervised	
	Minimum	Maximum	Minimum	Maximum	\$	%		%
Pre-12/16/18 salary increase								
Electric Utility Chief Operating Officer	\$ 18,697	\$ 24,196	\$ 19,912	\$ 25,768	\$ 18,864	106.5%		10.0%
Assistant Director of Electric Utility [Series]	\$ 16,258	\$ 21,040	\$ 18,101	\$ 23,425	\$ 28,620	111.3%		10.0%
Senior Electric Division Manager [Series]	\$ 15,326	\$ 19,835	\$ 16,454	\$ 21,295	\$ 17,520	107.4%		10.0%
Electric Division Manager [Series]	\$ 14,259	\$ 18,454	\$ 14,959	\$ 19,360	\$ 10,872	104.9%	5% - 15%	
Principal Electric Utility Engineer [Series]	\$ 14,022	\$ 18,146	\$ 14,248	\$ 18,438	\$ 3,504	101.6%		11%*
Electric Program Manager [Series]	\$ 11,883	\$ 15,377	\$ 13,009	\$ 16,834	\$ 17,484	109.5%		11%**
12/16/18 4% MOU increase								
Chief Electric Utility Officer	\$ 24,850	\$ 32,158	NA	NA	NA	NA		20.0% Over Electric Utility Chief Operating Officer
Electric Utility Chief Operating Officer	\$ 19,445	\$ 25,164	\$ 20,708	\$ 26,799	\$ 19,619	106.5%		10.0% Over Assistant Director Of Electric Utility (5% under ACM)
Assistant Director of Electric Utility [Series]	\$ 16,908	\$ 21,882	\$ 18,825	\$ 24,362	\$ 29,765	111.3%		10.0% Over Senior Electric Division Manager
Senior Electric Division Manager [Series]	\$ 15,939	\$ 20,628	\$ 17,112	\$ 22,147	\$ 18,221	107.4%		10.0% Over Electric Division Manager
Electric Division Manager [Series]	\$ 14,829	\$ 19,192	\$ 15,557	\$ 20,134	\$ 11,307	104.9%	5% - 15% Over Principal Electric Utility Engineer and Electric Program Manager Respectively	
Principal Electric Utility Engineer [Series]	\$ 14,583	\$ 18,872	\$ 14,818	\$ 19,176	\$ 3,644	101.6%		11%* Over Senior Electric Utility Engineer w/PE depending on negotiated increases
Electric Program Manager [Series]	\$ 12,358	\$ 15,992	\$ 13,529	\$ 17,507	\$ 18,183	109.5%		11%** Over Senior Electric and Water System Control Operator w/NERC Certification depending on negotiated increases